



Brownsville Independent School District

Agenda Category: General Function Board of Education Meeting: 02/04/2025

Item Title: Resolution #025/2024-2025 X Action
Compensate Employees Due to Information
Inclement Weather Discussion

BACKGROUND:

Whereas, the recent severe winter weather posed an imminent threat of widespread and severe property damage, due to freezing temperatures resulting in the closure of the Brownsville ISD on January 21, 2025 for the safety of students and staff.

Employees who were on prior-approved leave shall continue to be charged for such leave and shall not earn any other benefit as compensation.

FISCAL IMPLICATIONS:

RECOMMENDATION:

Recommend approval of Resolution #025/2024-2025 to excuse and pay for the time missed by full-time employees caused by the District closure due to the inclement weather on January 21, 2025.

Approved for Submission to Board of Education:

Dr. Jesus H. Chavez

Submitted by: Superintendent

Recommended by: Asst. Supt./Exec. Dir.

Approved by: Chief Officer



Dr. Jesus H. Chavez, Superintendent

When Necessary, Additional Background May Follow This.

BROWNSVILLE INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES

February 4, 2025

Resolution #025/2024-2025

TO COMPENSATE EMPLOYEES DUE TO DISTRICT CLOSURE

Whereas, the recent severe winter weather posed an imminent threat of widespread and severe property damage, due to freezing temperatures resulting in the closure of the Brownsville ISD on January 21, 2025 for the safety of students and staff; and

Whereas, the District followed the recommendation of Dr. Jesus Chavez, and closed the campuses and departments of the Brownsville ISD; and

Whereas, Brownsville ISD closed the campuses because it must act in the best interest of, and for the safety of, its students and staff; and

Whereas, through circumstances completely beyond their control, some Brownsville ISD employees were forced to miss a part of the work day because the school district was closed; and

Whereas, there is a public purpose served and a benefit to the Brownsville ISD to demonstrate support of its employees, enhance employee morale and support the retention of employees; and

Whereas, some Brownsville ISD employees' work schedules have been affected by this closure; and

Whereas, this resolution is not meant to excuse the failure to report to duty on this day by any employees who were instructed by the administration to do so or who are required by contract or job description to report for duty, and who are emergency services personnel or whose presence is necessary to provide for the safety and well-being of the general public;

Now therefore, be it resolved by the Board that:

1. All of the above referenced paragraphs are incorporated into and made a part of this resolution; and
2. The Board determines that the time missed due to school district closure during the inclement weather will not be made up by the Brownsville ISD employees through either instruction of students or performance of other duties unless required by TEA; and
3. The Board finds a public purpose and benefit to the Brownsville ISD to excuse and/or forgive the absence by BISSD employees due to school district closure during the inclement weather, and that payments for such day is necessary in the conduct of the public schools as provided by Texas Education Code Section 45.105(c); and
4. The Board hereby authorizes the Superintendent of Schools to excuse the day of absence of BISSD employees for school district closure necessitated by the inclement weather, and to pay all full-time employees, except those employees out on prior-approved leave, full compensation for the day.

Approved this 4th day of February, 2025.

Erasmio Castro, Board President

Minerva M Peña, Board Secretary